

PSJ1 Exh 31

Giant Eagle Bonus 2020 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and prescription volume.

II. Pharmacy Team Leader Calculation

Calculation		
Bonus Percentages		
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level. - Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results. A minimum bonus level must be achieved in either the Enterprise or Pharmacy results, in order for a bonus to be paid out (including any kickers). 		
Minimum	Target	Maximum
1%	2%	3%

Pharmacy Performance Modifiers ¹			
(1) <u>Prescription Unit Volume:</u>			
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above
0%	0.5%	1%	1.5%
(2) <u>Profitability:</u>			
Measurement			Kicker
Meet budgeted Total Store Responsibility (TSR) %			1.5%
Measurement			Kicker
Achieve 40% text enrollment ²			.5%
Achieve 20% of prescriptions processed through Auto Fill ²			.5%
Achieve immunization goals for the year. ³			.5%

Notes:

¹ The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

² These metrics are based on the location achieving a percentages of their active patients

³ Goals are established based on a Fiscal Year cycle.

III. Staff Pharmacist Calculation

Calculation		
Bonus Percentages		
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level. If a minimum bonus level is not achieved, then a bonus will not be paid out (including any kickers). 		
Minimum	Target	Maximum
.25%	.5%	1%
<ul style="list-style-type: none"> - Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results 		

Pharmacy Performance Modifiers ¹	
Measurement	Kicker
Achieve 40% text enrollment ²	0.5%
Achieve 20% of prescriptions processed through Auto Fill ²	0.5%
Achieve immunization goals for the year ³	0.5%

IV. Miscellaneous Pharmacy Positions

Bonus Percentages
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level - Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results

Title	Minimum %	Target %	Maximum %
Coordinator, Confidential Human Resources (in Pharmacy departments)	2.0%	3.0%	4.0%
Leader, Pharmacy Technician	2.0%	4.0%	6.0%
Manager, Clinical Call Center	1.0%	3.0%	5.0%
Pharmacist, Clinical Services	0.25%	0.5%	1.0%
Staff Pharmacist, Call Center	0.25%	0.5%	1.0%
Kicker: Individual Data Verification Completion	2101 – 2400 Data Verification/Wk	2401 – 2600 Data Verification/Wk	2601+ Data Verification/Wk
	0.5%	1.0%	1.5%
Team Leader, Patient Care (Hep C)	2.0%	4.0%	6.0%
Team Leader, Pharmacy Asst	1.0%	3.0%	5.0%

Page 3

V. Central Fill (#8991) – Calculation

- Pharmacy Shift Leader is eligible for 1% (Minimum), 2% (Target) and 3% (Maximum)
- Pharmacy Team Leader is eligible for 1% (Minimum), 2% (Target) and 3% (Maximum) and:
 - i. 1.5% kicker for Meet budgeted Total Store Responsibility (TSR) \$
 - ii. 1.5% kicker for Achieve 42.5% of Central Fill utilization (as measured by the last 4 weeks)
- Staff Pharmacist is eligible for an average of the retail Staff Pharmacists bonus.
- Supervisor, Central Fill is eligible for 2% (Minimum), 4% (Target) and 6% (Maximum)

VI. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

VII. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with weekly scheduled hours of 30 or more.
- A Team Member must be licensed and actively employed at the date that are bonuses are paid in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

VIII. If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

IX. Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.